



**COMMISSION
AGENDA MEMORANDUM**

Item No. 8i

ACTION ITEM

Date of Meeting August 10, 2021

DATE: August 3, 2021

TO: Stephen P. Metruck, Executive Director

FROM: David Freiboth, Senior Director of Labor Relations
Milton Ellis, Labor Relations Manager

SUBJECT: New Collective Bargaining Agreement between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, Representing Police Specialists

Total Port Cost Increase for the Duration of the Agreement: \$7,210

ACTION REQUESTED

Request Commission authorization for the Executive Director to execute a new collective bargaining agreement (CBA) between the Port of Seattle and the International Brotherhood of Teamsters, Local 117, representing Police Specialists at the Port of Seattle covering the period from July 1, 2021, through June 30, 2022.

EXECUTIVE SUMMARY

Good faith bargaining between the International Brotherhood of Teamsters, Local 117, representing Police Specialists and the Port of Seattle resulted in a fair collective bargaining agreement consistent with Port's priorities.

There are currently eight (8) Police Specialists employed at the Port of Seattle who are assigned to the Port of Seattle Police Department. Police Specialists provide administrative support to the Port of Seattle Police Department consisting of reception, payroll, fleet management, records management, crime statistics, customer service, administrative work for detectives, and training support.

This agreement is for a one-year period from July 21, 2021, through June 30, 2021. The estimated total additional cost for increase is \$7,210.

There is no wage increase for members of the bargaining group. The total cost of the agreement is based upon a modest increase in health insurance of one and a half percent (1.5%) covering the last six months of 2021 and an estimated three percent (3.0%) increase in health insurance covering the first six months of 2022. The total cost is also based upon one (1) personal leave day provided to each member of the bargaining group. This personal leave day is only for the

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duration of the agreement and will not carry over to a subsequent collective bargaining agreement.

All other provisions in the collective bargaining agreement remain the same.

JUSTIFICATION

RCW Chapter 41.56 requires the Port of Seattle to collectively bargaining wages, hours and conditions of employment with the exclusive bargaining representative designated by the employees.

DETAILS

Term of the Agreement – July 1, 2021, through June 30, 2022.

FINANCIAL IMPLICATIONS

Wages

Classification	Current Rate	Effective 7/1/21 Base Hourly Rate (0.0%)
Police Specialists	\$25.29	\$25.29

Wage

Employees did not receive a wage increase for the term of the agreement.

Health and Welfare

Members of the bargaining group are currently enrolled in Teamsters Medical Plan A. There was a modest increase in the health insurance premiums of one and a half percent (1.5%) covering the last six months of 2021 and an estimated three percent (3.0%) increase in health insurance covering the first six months of 2022. Members of the bargaining group are currently contributing one-hundred twenty-five dollars (\$125) per month toward the cost of their medical insurance.

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Other Changes

- One (1) personal leave day for members of the bargaining group to be used during the term of the collective bargaining agreement.

Cost Impact \$	Year 1
Pay (One Personal Leave Day)	\$3,767
Benefits	\$3,443
Total New Money	\$7,210
Total Cumulative Cost	\$7,210

The estimated total additional cost to the Port of Seattle for the duration of the contract is \$7,210.

ATTACHMENTS TO THIS REQUEST

1. Collective Bargaining Agreement

PREVIOUS COMMISSION ACTIONS OR BRIEFINGS

None.